



Sheep Dip Lane
PRIMARY SCHOOL

SHEEP DIP LANE PRIMARY SCHOOL

Sheep Dip Lane, Dunscroft,
Doncaster, South Yorkshire, DN7 4AU.
Telephone - 01302 842464 Fax - 01302 351792
Head Teacher - Mrs F Parish

Title:	Behaviour Support Assistant (Thrive Behaviour Worker)
Grade:	Grade 5
Responsible to:	Headteacher, Deputy Headteacher, Inclusion Manager, Senior Thrive Practitioner
Responsible for:	The postholder has little or no supervisory responsibility other than assisting with work familiarisation of other employees, including new employees.
Purpose:	To embed the Thrive approach in everyday practice to ensure all pupils have positive outcomes in a secure school environment. To work as part of a team to provide supervision, support and guidance to a number of pupils by removing barriers to learning, in order to promote effective participation, enhance individual learning and raise aspirations.

Summary of the Post:

To provide supervision, support and guidance to a number of pupils in order to promote effective participation, enhance individual learning and raise aspirations.

Main Duties and Responsibilities:

1. Establish positive working relationships with pupils, including providing empathy and building a trusting relationship.
2. Provide information and advice to enable pupils to make choices about their own learning/behaviour and attendance and consequences of their actions.
3. Develop the learning/nurture environment to provide safe, quality provision for pupils.
4. Challenge and motivate pupils, promote and reinforce self-esteem and confidence.
5. Establish constructive relationships and communicate with other agencies/professionals, in liaison with the appropriate school staff, to support the achievement and progress of pupils.
6. Assist the teacher/ Inclusion Manager with the development and implementation of individual Education/Behaviour/Support/Mentoring plans and the Thrive assessment tool.
7. Confidently work with children and provide support for distressed pupils individually or in small groups.

8. To plan and deliver support programmes (Thrive 1:1, group work and Theraplay) depending on the needs of individual pupils or groups using Thrive techniques. This includes responsibility for arranging, assessing and delivery of 1:1 screening/action plans.
9. To be involved in planning and delivery of Family Thrive Intervention Programme to provide family support to enable better progress for a child.
10. Undertake direct work with families in their homes and in the community which safe guards and promotes the positive development of children and parenting skills using a specialist solution focused approach.
11. To prepare and provide pupils with necessary resources to support learning/behaviour to be held responsible for all Thrive pupils to close gaps and reach ARE in social & emotional wellbeing.
12. To be involved in and contribute to the planning cycle for each pupil, including lesson planning, support, evaluation and adjustment of work plans.
13. Promote the reintegration of those who have been absent from the classroom where appropriate.
14. To maintain positive professional relationships with all members of the inclusion/teaching teams.
15. To input confidential data, using electronic systems, to individual support plans and pupil records.
16. To analyse data from behaviour incidents and screening progress to report to Headteacher, Senior Leadership Team and Governing Body.
17. Establish constructive relationships with carers/parents, exchanging information, facilitating their support for their child's learning, behaviour and attendance.
18. To observe and assess a child's emotional state and put correct interventions in place including signposting for relevant external support.
19. To assist with pupil transition, liaising with other schools, including secondary schools. To support other schools with Thrive strategies, observations and report writing.
20. To support the Senior Thrive Practitioner with other schools in the implementation of the Thrive Approach, sharing systems, support school analysis, and supporting other schools in demonstrating impact of the approach.
21. To support other members of staff in the delivery of Thrive as appropriate under the direction of the Inclusion Manager, including running training and organising meetings with those involved to review progress and plan next steps.
22. To be responsible for ensuring that there are appropriate resources to support Thrive activities, including responsibility for the room.
23. To take an active role in personal performance development and to participate in training.
24. To liaise with the appropriate designated member of staff where child protection issues are concerned.
25. To apply pupil discipline and reward in line with the school's policies and practices.

26. To comply with Health and Safety requirements including administering prescribed medicines to pupils and develop risk assessments for high risk children.
27. Perform physical intervention when necessary with high risk children.
28. To play an appropriate part in child protection procedures, such as relating relevant factual information and recording/reporting disclosures to the designated teacher/relevant professional.
29. To supervise high risk children on visits, trips and out of school activities as required all year round including holiday support.
30. There is a requirement within this role to support lunchtime supervisions; to support the welfare, health and safety of pupils; to promote and foster good relationships between pupils through their engagement in play and games activities; to lead and encourage pupils to partake in games and activities commensurate with their age and ability.
31. Any other duties as required which are commensurate with the grading of the post.

The Postholder's duties must be carried out in compliance with the school's policies and procedures including child protection procedures and the Council's Equal Opportunities Policy, Information Security Policies, Financial Regulations and Standing Orders, the Health and Safety at Work Act (1974), and subsequent health and safety legislation.

These duties and responsibilities should be regarded as neither exhaustive nor exclusive as the Postholder may be required to undertake other reasonably determined duties and responsibilities commensurate with the grading of the post.